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The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



June-July 1940

1940 Delegate Conference

The President's Report

Policies of the Association

Platform on Public Social Services

Purpose and Membership Selection

Standards for Social Work Personnel

Agency Standards for Employment Conditions

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Conference Resolutions

Volume XXI

Numbers 9 and 10

Editorial

WHEN the Delegate Conference meets to work on the Association program and plans, it sets up an obligation to have, for each member, a report on the actions taken. The Conference itself is not only the two days which the members spend together but staff, committee, and chapter preparation, all of which reach back into many months prior to the meeting.

This issue of THE COMPASS reports the decisions arrived at in the Conference, which grew out of the preparation period. The meeting had much more meaning in terms of professional interest, organizational vigor, challenging disagreements and advancing consensus on most of the important professional issues, than can be made to live again for readers who were not present. The record has been made and goes herewith into the hands of the members.

The Conference was held on May 24 and 25, and many things have happened since that time. Though this COMPASS is a record as of those dates, the Association, more clear because of Conference actions about some of its basic principles and policies, is in a better position to meet the changes that social work faces.

In July even more than in May a struggle to maintain the social programs in this country seems inescapable. If we are realistic we will recognize the danger to the democratic thesis that the most important resources of a nation are its human resources. International crises and their impact here will be used to minimize the stake which a democracy has in the welfare of its members. The weakest spot in the nation's defense will be its lack of actual knowledge of the needs of individuals.

It is here that social work has an indispensable part to play. It knows the individuals whose welfare is most in jeopardy. It knows the particulars of their needs and what measures and methods are required to meet them. The role of social workers in their professional capacity may seem extremely limited unless we see and hold firmly to the

professional conviction that our special knowledge of the human being and his needs is essential to the defense of decent institutions and that the struggle before this country cannot have any safe issue unless that welfare of the individual which social work serves is maintained.

We may anticipate severe pressures and crackpot diversions, and against these we will need to range the influence of citizens and organizations of democratic mind and purpose; the stability of the social welfare structure which is now reinforced by the newly established federal, state and local welfare programs; and the ingenuity of social workers in making their services effective. In this enterprise, the Association is able to serve as a national channel of social workers' expression, and as an organization which has built up a program, based on principles and policies which, even through sudden and drastic change, have enduring validity.

WALTER WEST

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Report of the Delegate Conference

DELEGATES of sixty-four chapters met in Grand Rapids for the Association Conference. Principally engaged in moving forward on the AASW program, the Conference gave official endorsement to:

- The public welfare platform of the AASW.
- A proposal that the Association advocate a standard for use in selection of persons to fill social work positions.
- A proposal that the Association advocate a written statement of employment practices as an important measure in the approval of agencies.
- A clarification of the Association's statement of purpose in relation to membership requirements.
- A resolution urging authorities to discriminate in the matter of "fifth column" activities and to consider both aliens and citizens on their merits.
- A resolution urging that social legislation gains be recognized as of first importance in plans for defense.
- A resolution on medical care issues.

In considering matters of Association policies, a number of actions were also taken, including the adoption of a program statement citing nine areas of special activities. It was also voted to recommend that the Delegate Conference be held annually; that the question of payment and equalization of chapter costs of delegates be reopened; that the question of the proper location of the national office be reopened; that the Board propose a By-law change further clarifying the functions and powers of the Delegate Conference; and finally a vote of appreciation to the staff and committees of the Association for the materials prepared for the Conference. The Conference ended with a whole-hearted tribute to the President, Harry Greenstein, for his handling of the Conference and for his work as President during the past two years.

While approving with one slight change the platform of the Association on public social services, the Conference directed an immediate study and submission to chapters of a proposal by the Chicago Chapter that the AASW throw its support to a plan for full federal financing and administration of work and relief for all unemployed. After an afternoon and evening session devoted largely to discussion of the proposal, the Conference

asked for further opportunity for examination of it by the chapters. After the chapters have been heard from, the Board would be empowered by the Conference action to take such action as it believed the Association supported.

In this issue of THE COMPASS appear the opening address of the President, Harry Greenstein, the several propositions in the form passed by the Conference, the statement of AASW program as adopted, and the resolutions which were presented and passed.

Closely linked to the Delegate Conference were: a meeting of chapter chairmen, which after a morning session decided to spend the rest of a Sunday comparing notes on experiences and problems in chapter administration; meetings of a special group of chapter representatives interested in the food stamp plan; a meeting of representatives of chapters in the Southwest Region in preparation for a regional conference in September; and a similar meeting planning the Plains States regional conference of the Association.

"The Professional Association in Action" was an overflow meeting later in National Conference week in which eight chapters reported on some special project undertaken during the year. Virgil Hall, of Iowa, was chairman, and the program included the following:

- Relief Crisis—Cleveland Chapter—Erling Hellekson
- Case Loads—Los Angeles Chapter—George D. Nickel
- Relief Standards—Denver Chapter—Ruth J. Hopping
- Food Stamps—Dane Co. (Wis.) Chapter—Dorothy I. Waite
- Newspapers and Chiselers—St. Joseph Valley (Ind.) Chapter—Loren J. Hess
- Work or Starve—New York City Chapter—Lester B. Granger
- Civil Service—Cincinnati Chapter—Nola I. Pooley

Because of the time of the Delegate Conference, the June issue of THE COMPASS was omitted this year. This issue is No. 9, Volume XXI.

The President Reports

OPENING the Delegate Conference in Grand Rapids, Harry Greenstein presented the story of the Association's administration during the past year, noting the problems ahead.

These are difficult days. At this very moment guns are booming, bombs are bursting, and there are scenes of unutterable horror in Europe. In a world of torment, with all values crumbling on every side, no one can be certain what tomorrow will bring. In our present mood, with civilization seemingly crashing over our heads, the problems we have gathered here to discuss may seem puny and unimportant. And yet from a larger point of view, properly assessed, they have a distinct relationship to the preservation of our liberties and to the survival of democracy itself. Let me be more specific.

Events abroad have awakened America to the immediate need of strengthening our national defenses. Everyone is agreed that one of the prime duties before us is to take thought of our armaments. We are prepared to spend billions of dollars if need be to protect ourselves against military invasion from without. But as the President himself indicated in his message to Congress on May 16, "Our security is not a matter of weapons alone." The most effective military preparedness in the air, on land and on sea, can serve only as the outer line of our national defense. What is less obvious, but equally imperative, is the need of strengthening our inner line of defense. This inner line of defense involves putting our own house in order, coming to grips with our unemployment problem, with our slum problem, with our relief problem, with our medical care problem, with our youth problem, with our migratory problem, with our share-cropper problem, and with all of our other social problems which need to be met, if we are to develop a real sense of security. To solve these problems fast enough and on a permanent basis is the real task ahead of us.

In a recent address Stuart Chase stresses the fact that America has been fighting a war too; a war against depression. To do so we have spent between five and ten per cent of our national income. And this in the teeth of the most dire prophecies of inflation, ruin, and grandchildren bow-legged under burdens of debt. Our expenditures have been primarily in the interest of homes rather than ammunition; investments in life rather than death. But our hearts have not been in the war we have been waging. We are not living in the old kind of world any more. If we are to survive as a nation we need to think not only in terms of military defenses, but also defenses against a breakdown in national morale; against destitution, joblessness, hopelessness, and the destruction of faith in our democratic institutions. Let us not delude ourselves. Mass grievances unsolved, if continued long enough, can be as serious a threat from within as the strongest and most powerful enemy from without. As a nation we are fortunate enough to possess the chief material factors upon which our security can be built. We have great wealth. We have enormous industrial capacity. The question should no longer be asked, "Where is the money coming from to take care adequately of our underprivileged people?" or "Can we afford it?"

The question we must now ask ourselves is can we afford not to make whatever financial sacrifices may be involved to give the kind of security to our people which will make them immune to hostile forces from within as well as from without.

Measured in these terms the statement of the AASW position on public social services which we are about to discuss at this Delegate Conference takes on new and added significance. Measured in these terms the cost of assuring the economic, social and physical well-being of every person in the American commonwealth is small compared to what other ultimate costs could be.

We as social workers need not necessarily feel that there is little we can do about the overwhelming social problems facing us, simply because we are a small group numerically. There are approximately 11,274 members in the AASW at the present time. The census returns will in all likelihood indicate that there are perhaps 75,000 to 100,000 social workers in the entire country. So far as numbers are concerned, we do not count. Only by our knowledge, by our performance, by our capacity to reveal social needs can we expect to have weight. Our special knowledge as social workers, stripped of mere opinion and judgments, made a real impress in our study of relief conditions in Cleveland, which was generally acknowledged as an outstanding contribution. When we operate in our own sphere we discover that we do have more credence, more belief, more acceptance, than others because it is recognized that we are in a special relationship to social work problems in the first place, and that we do have a special competence in the second place. This special competence, plus special exposure in the front line trenches of social work, gives to us the authority with which to speak out.

At the beginning of the depression we did a pioneering job in helping to convince Congress that the United States government must establish provisions for general public assistance. Our relief surveys received widespread attention from the newspapers of the country, all of them recognizing a particular force in the data which we as social workers submitted because we were speaking from this special knowledge and experience. During the past few years we have been advocating a program which will help to meet these needs. Gains have been made, but not enough. Together with all other groups we must continue to hew the line until our goal is achieved.

And now to come to the problems of the AASW which have engaged our attention during the past year.

At our 1939 Delegate Conference as you know we were primarily concerned with problems of structure and reorganization. After we had completed this important task we adopted a resolution which stated among other things that "There is now need to give

concentrated attention to the only justification for the Association's structure, the fulfillment of the purposes of the Association through its vital activities." This resolution was taken very seriously by the Board and the staff. A program committee was appointed with the request that it function throughout the year and come to the Delegate Conference in 1940 prepared with suggestions on program. This committee has done an excellent job as you will note when you read its proposals.

I should like to underscore one paragraph in the committee's report. "The committee recognized that the selection of specific activities from time to time is necessarily the responsibility of the National Board and staff who are in the position to gage the varying factors involved in the day to day administration of program. The Delegate Conference, however, is in a peculiarly favorable position to indicate to the Board and staff the elements of the program upon which the cooperation of members and chapters may be expected to be most effective and fruitful in the coming year and to suggest ways in which this cooperation can be advanced." I sincerely hope that when we consider and take action on this report we will keep this in mind and that out of our deliberations will come many valuable suggestions to the staff and the incoming administration.

It may be well to note in this connection that a more clearly articulated program will give to all of our members a more concrete idea of our total program and leave them less puzzled as to the function and purpose of the AASW. It will help chapters to develop a greater participation on the part of their members. Unfortunately there are still too many members of the AASW who regard their membership merely as a matter of certification. It will give to chapters a better preparation for future Delegate Conferences and a better chance to tie up Regional Conferences with the general program. The proper methods of working through the program as brought out by the special committee and as further clarified should result in a better understanding by the Chapters of the whole administrative problem of the Association.

The 1939 Delegate Conference also requested that special work be done on membership requirements this year. It recommended that "The National Membership Committee be requested to study the whole subject of requirements for and methods of admission to membership in the Association and report to the National Board and at the next Delegate Conference." Confusion about the practical implications of the Association's by-law on purpose, and conflicts in the objectives proposed for major consideration in revising membership policy, compelled the National Membership Committee to ask that an interpretation of the by-law, especially as it relates to the problem of membership policy, be tested at this Delegate Conference.

The major question before us in acting on the Resolution on Association Purpose and Membership Selection is this: In calling our organization professional, do we mean that it is committed to the standard-creating, standard-setting functions which are essentially distinctive of a professional membership organization? If we do not mean this, is it not important to decide more definitely what we do mean? In the various reports of the National Membership Committee there is a note of apology for having to present this issue to the Delegate Conference rather

than the issues about membership selection which we all agree are pressing for settlement. The Committee's ample justification for a proposal that at first glance seems to evade the problems in its assignment is that it could not line up the central issues in membership selection before a decision is made about the purposes for which membership is to be selected.

There should be no doubt about the need for a general professional organization in social work in times like these, but if enough of our members question its advantages the issue should be frankly faced.

The Committee owes the Association no apology for bringing to our attention this necessity for interpreting a By-law on purpose. Nor will our time at this Conference be wasted if we succeed in clarifying confusions that are bound to divide our efforts and to cause us to work at cross purposes rather than unitedly. Definitely held, agreed purposes are as essential to an organization's advance as a rudder is to a ship. The Delegate Conference's action on Association purpose should not be a rubber stamp, but should clarify what it is our purposes bind us to and if there can be no agreement on this the Conference will I hope proclaim our need to find out what the Association shall be for.

In connection with the 1939 Delegate Conference a recommendation was also made that our program include work on the protection of membership interests in personnel disputes. Our Committee on Personnel Practices gave considerable thought to this assignment during the past year. It became apparent to the Committee that causes of personnel controversies were often due to undefined employment agreements, lack of known agency policies about employment conditions and lack of regular channels for initiating and reviewing agency policies on employment practices. It, therefore, proposed a resolution for consideration by the Delegate Conference dealing with the application of the existence of written employment policies as one criterion in defining an agency of acceptable standards. This resolution will likewise come up for discussion and consideration at this Conference.

Another point stressed by the Conference last year was the problem of chapters, and how they could develop resources for the tremendous job of securing participation of members in professional programs. This assignment has likewise been followed through during the past year. Our main objective has been to learn how to make the chapters serve the proper purposes of all its members. This is not an abstract problem. It concerns each and every one of us and must always be given major emphasis in the program of the Association. The need of additional field visits by the staff was especially mentioned last year. This recommendation has also borne fruit this past year.

Leaving out the identities of chapters and the individuals involved I should like to read to you excerpts from two letters received by the staff following field visits.

"I think many things were accomplished by this visit, not the least of which were your very thoughtful and helpful suggestions on chapter organization and committee work. I know you will be interested, however, in hearing that many people both in the younger and in the older groups have commented that this was the first time they have ever heard the AASW interpreted so clearly and effectively as an organization through which social workers should exercise their

responsibilities as professional folk rather than as an organization conferring prestige and a mark of approval on a worker. You will be interested to know that I think some fifteen new people have started their applications for membership."

Another letter received six weeks after a field visit. "I wanted to express my appreciation as chairman for your interest in our chapter. We had most enthusiastic participation in the meeting last night, and you will be interested to know that we raised our dues. Undoubtedly your visit to the chapter has enabled the group as a whole to become more active."

I have read excerpts from these two letters not because of the comments on the fine performance of the staff but much more important because they illustrate the need of more frequent and planned field service. In using these two examples it should, of course, be noted that there is a decided difference as to the state of development of our chapters and that timing of visits are considerations which always have to be kept in mind. These and other factors have a distinct relationship to the value of field service and the staff is considering trying to study and appraise what happens after field visits have been made.

Work on public welfare services has been given particular emphasis during the past year. The report from the Division on Government and Social Work will give you a complete picture of the things which have occupied our time. Because this is an election year, because of the world crisis, because of the need of strengthening our social consciousness as a nation, it is particularly strategic and vital that we have full discussion at this Delegate Conference of the proposals before you for long range planning and consideration of current legislative needs.

Incidentally it should be a matter of pride to all of us that the material of the AASW is being increasingly used by Congressional committees, in legislative halls, by the press and magazines, and by different organizations interested in the improvement of social conditions in this country.

I have made no attempt to list in the report all of the activities of the Association during the past year. The material and the reports of the different committees reveal how active your Association has been.

I should like at this time, however, to call your attention to certain lacks in our program which need to be considered. Most of our chapters are not equipped to follow through on the great interest and the anxieties about professional development which their members have. We have been making headway along these lines but not enough. Chapters have a very real problem in making their programs meaningful to members and we have a good deal of spade-work to do in this direction.

There is also a need of more frequent connection between the Association and the chapters. We have made progress here also, but we still have a long way to go to be of maximum effectiveness. Field work as mentioned above is of course one answer. Regional conferences another. THE COMPASS, the material we send out, minutes of National Board meetings are all helpful, but we do have the task of bridging the gap and developing a closer relationship and contact between the National Office and the chapters.

And now with regard to our Delegate Conferences. I am sure you will agree they are not everything we

should like to see them be, but they are a great improvement and give chapters and members much more voice in the affairs of the Association than was the case when we only had annual meetings during the National Conference. It is only five years since we initiated Delegate Conferences. I hope we will continue to improve our Conferences both in material coming up from the work of the Association and also in terms of the Conference being representative of the membership. Some day I hope we will be able to afford to have our own Conferences at the time and place when it can be most effective from our own point of view. This is of course tied up with the problem of expenses of delegates, which is still an unsolved problem. Some day I hope we will be able to work out a formula for the equalization of expenses for the chapters in different parts of the country.

I should also like to note that the action we took last year in providing for regional nominations has worked out quite well. The first year provided some problems, none of them very difficult. Next year our nominating machinery will work even better. There was a large increase in chapter response for suggestions for nominations this year and it is our feeling that those elected will represent to a greater degree than ever before persons active in chapters and acquainted with chapter and Association problems. What a contrast this is to our procedure of just a few years ago. Until 1935 our elections were held from a slate presented at our annual meeting (which was usually a two hour session). Voting was by acclamation and only by those who attended that particular meeting. In 1935 we adopted the ballot form of election. In 1940 regional nominations. I am sure you will agree we have made real progress from the point of view of membership and chapter participation in the process of nominations and elections.

And now I come to the all important question of budget and finances. This past year the National Board scrutinized very closely every item of expenditure and income at two different sessions of the Board. We finally came to the conclusion that it was impossible to carry any larger program with present funds available or conversely that we cannot get along with less funds without cutting the program and services. You will notice in the Budget report that no deficit for this year is indicated. This is due to the fact that the National Board voted to increase the amount of income expected from one of the sources available to us; namely contributing memberships.

If we are to balance our budget it will be necessary for us to raise approximately \$2500* from this source from now until the end of 1940. Under authority from the Board I have already appointed a special committee for this purpose under the chairmanship of Conrad Van Hyning and I do hope that those of you who can afford to do so will cooperate in every possible way with this committee.

This is the last time I will preside over a Delegate Conference as your President, and I should like to take this opportunity of paying a tribute to the staff. It is difficult for any one not closely identified with the affairs of the Association to realize what a tremendous load they are carrying. They are meeting their responsibilities with a loyalty and singleminded

* Action by the Conference calling for another Delegate Conference in 1941, increases the amount needed by \$750.

devotion which deserves to be commended. You have a right to take pride in the progress made by the Association during the past year.

The practical results of last year's work on purpose, function and structure have resulted in a deeper sense of group purpose, a more satisfactory scheme of organization and a clearer road ahead for group activity. More valuable than these practical results is the increase of persons in our membership who have worked out in their own mind more definite understanding of why we want an AASW, what kind of an organization we need to enable us to work together, and in what kind of activities we should engage if we are to accomplish our ends.

As an association we are facing a greater challenge today than ever before. We need clear vision and sound judgment to see us through the difficulties before us. We need to channel our activities into their maximum and effective achievement. We need to continue to recognize our inefficiencies and our inadequacies. We need to build on our strengths and eliminate our weaknesses. We must be conscious of the realities of the problems we are facing. We cannot help but have our anxieties raised at the present time, but this need not concern us provided we transform these anxieties into a constructive and worthwhile program. If we do we will be making our contribution in the critical days ahead.

AASW Position on Public Social Services

In accordance with the Board's decision, a substantial part of the Delegate Conference program was reserved for discussion of the Association's public welfare program. The revised platform on the public social services was presented by Donald Howard in the absence of Conrad Van Hyning, chairman of the Division on Government and Social Work. In introducing the platform, Mr. Howard presented briefly the findings of chapter studies of trends in legislation and administrative policy, revealing startling inadequacies in relief and WPA, increased discrimination against non-residents, single persons and aliens, serious results of local work programs, of the eighteen-months rule, and of the continuance of relief in kind in many places. The findings showed noteworthy progress in connection with those services in which the federal government cooperates and gives leadership to state and local programs, as compared with other services.

Attention was called to the importance of Association activity in this area, not as incident to a national or international crisis, but as a permanent and inescapable responsibility. Social work advocacy of comprehensive public programs preceded the present world crisis which increases the significance of our proposals calling for measures without which national defense would be ineffective. In a time of jeopardy of national ideals and institutions, it is of especial importance to protect the human resources of the nation. Competent opinion was quoted to the effect that there are ample national resources to finance a comprehensive program such as is outlined in the platform.

The principles were adopted readily with only a change in the health clause and the

addition of the statement on family responsibility. Discussion centered around specific application of these principles to legislative measures and administrative policy. Questions on which major attention was focused were (1) contributory versus non-contributory insurance, (2) methods of determining standards for adequate relief, (3) the nature of federal government participation in work and relief, (4) benefits for the disabled and appropriate taxing methods.

The most vigorously discussed question was the proposal that grants-in-aid be limited to the group of so-called "unemployables" and that, in addition to a work program, there should be a federally operated, federally financed work and/or relief program under a single federal agency. Since it appeared to be impossible to secure a consensus on this proposal it was agreed that the chapters be polled and the Board take appropriate action on it. Significant questions raised included the possibility of defining "employability," the advantages and disadvantages of a single administrative agency for both work and relief, the problem of a work program without a means test and a relief program with one under the same auspices, the need for staff under federal auspices which might duplicate existing state or local staffs, the difficulty of securing real equalization in funds, other than by full federal financing, etc.

Addition of benefits for disabled persons to present Old Age and Survivors' Insurance were recommended, the cost to be met from general taxes and not from taxes upon employers and employees.

The Conference agreed that a statement on family responsibility should be added to the

present platform and after some presentation of evidence of the need for such a statement by a number of chapters, it was agreed that the Association should promote the abolition of the compulsive features of laws and rulings on family responsibility, especially the responsibility of adult children to their parents.

There was also presented a proposal that in

addition to the modification of the principle on health service and medical care (see revised platform) specific effort should be made to see to it that the program should be based on standards established by the medical and allied professions and this matter was referred to the Division on Government and Social Work for their consideration.

PLATFORM ON PUBLIC SOCIAL SERVICES

The American Association of Social Workers believes in and supports the progressive development of public social services. Since the founding of this democracy, such services have been recognized as a proper function of government. They now constitute one of the most important aspects of the relation of government to its citizens in the life of our time.

These services will not have reached a desirable level of operation until practical measures have been adopted which assure the economic, social and physical well-being of every person in the American commonwealth. This objective requires the leadership and resources of the federal government. It is the responsibility of the federal government either to provide or to see to it that the services needed are provided.

There are four major concerns in the development of public social services—(1) coverage and the degree to which the needs of the people are met; (2) program—or devices and methods utilized to meet these needs; (3) administration—to carry out the responsibility accepted, and (4) personnel—the final instrument through which the purposes and designs of the services are carried out. On each of these concerns social work experience leads the Association to support the propositions there outlined.

PRINCIPLES

I. COVERAGE

All persons whose resources fall below a level sufficient to maintain them and their families in health, decency and socially acceptable activity are a proper charge upon public resources.

The ultimate social cost of poverty, ill health and idleness are bound to be greater than the immediate cost of prevention and care.

II. PROGRAM

Work

Work under wholesome conditions and at wages sufficient to assure maintenance for the worker and his normal dependents should be available to all who are not disabled.

To the degree that private industry can not provide such opportunities, government should provide them.

Work under public auspices should be provided to employ as many persons as can be absorbed in socially useful projects, which utilize the skills and abilities of unemployed persons. Such employment should be available to an unemployed person for such periods of time as appropriate work in private enterprise is unavailable to him. Wholesome conditions and protections should be assured for workers on public projects. Payment for work done on public projects should be the union scale of wages, where such scales have been developed, and should not fall below the minimum standards set by law for the protection of private employment.

Tests of individual needs other than evidence of lack of other employment opportunity are inconsistent with the concept of work outlined above.

A work program is not in itself a training program and should be distinguished from necessary efforts in this direction. Therefore, public projects for young persons and those occupationally displaced should be primarily directed to promote training or retraining in suitable occupations.

Social Insurance

Provisions for insurance against loss of income because of unemployment, old age, injury at work, and loss of breadwinner have already been found to be feasible. Such provision should be extended to cover disability and illness.

The insurance system should provide benefits of such an amount and for such a period as to provide reasonable security for the insured and progressively to reduce the need for other measures.

Coverage in existing systems should be extended to the entire working population.

Assistance

Public assistance should be available to meet the needs of all those unable in other ways to maintain for themselves and their dependents an adequate standard of living. Assistance measures should be:

*1. Broad enough in scope to provide for all types of needy persons regardless of the cause of their need, and regardless of race, creed, political affiliation, citizenship, or length and place of residence or any other arbitrary restriction on eligibility. Compulsive features of laws and rulings regarding family responsibility should be abolished.

2. Adequate to enable needy persons and their dependents to maintain acceptable standards of living and to prevent physical and social deterioration and breakdown of morale.

3. Granted under such conditions of eligibility and calculated in such a way as can be readily understood by persons in need. It is also essential that these conditions should be of such a nature as to appeal to a sense of fairness on the part of applicants for assistance, and thus engage them in responsible participation in the process of determining eligibility.

4. Designed to conserve the personal integrity and dignity of the persons in need and to assist them to return to self-maintenance wherever possible. Assistance rendered in forms other than the normal medium of exchange violates this principle.

Employment Service

Employment service under public auspices is essential for the guidance and distribution of the labor supply in relation to the requirements of the labor market. Such service, available on a nation-wide basis, is necessary to aid in providing data on the extent of available work at any given time. It is a vital link not only between employment opportunities and the need for work, but also between this and the various other programs

of government. Unless the availability of employment openings and the capacities of persons seeking work are continuously and competently related to one another, work will be denied to persons who could be effectively employed, and assistance or insurance granted unnecessarily.

Development of adequate employment data and current inventories of occupational shortages is necessary for the promotion of effective employment service and also for the guidance of persons who have been occupationally displaced and young persons seeking a vocation.

Health Service *

Government should provide or guarantee that adequate medical care and public health services should not be denied to any person because of inability to pay.

Housing

Government should be responsible for providing or guaranteeing an adequate supply of safe, decent low rental housing for all groups who cannot otherwise be provided with adequate shelter.

III. ADMINISTRATION AND ORGANIZATION

In order to carry out the foregoing program a coordinated administrative structure is essential in federal, state and local units of government. Also essential is effective co-operation between these units, and between federal, state and local governments. It is impossible to meet the needs of people in a nation where these needs vary from place to place, often in inverse ratio to local resources, without the leadership of the federal government.

Federal resources, administrative and financial, must be utilized in appropriate measure to supplement those of state and local governments. Effective administration therefore involves

(a) federal aid to equalize the resources of state and local governments;

(b) the establishment by the federal government, in cooperation with state and local governments, of minimum standards of operation and service;

(c) a program so organized that at all times the various parts of the program should so fit together that lack of coverage by one program at any given time should be fully compensated for by others, recognizing that extension of employment opportunity is the first charge of our social organization, and that other programs require progressive development in this order

* Revised.

—insurance, public work and last assistance and other measures of relief;

(d) continuous research by appropriate government agencies as essential to sound planning;

(e) the recognition that financing necessary social services is costly, but that the absence of such services is more costly, not only in terms of money, but in human resources on which the money economy rests. Financing should be such as to improve the total economic situation. Methods should be based on the same principles as the program itself, so that costs will rest where they can best be borne.

IV. PERSONNEL

The public interest demands that competent service be assured in the public social services in order that public funds shall be administered humanely, economically and effectively. Such service can be assured only through the recruitment, selection and tenure of the best equipped personnel in relation to the specific nature of each type of position. Professional functions should be performed by professionally qualified persons. A well administered merit system offers the only assurance of such personnel in the public service.

Purpose and Membership

Introducing the resolution on Association Purpose and Membership Selection, Lucia Clow, Chairman of the National Membership Committee, set forth some of the reasons why the Committee was asking for an official interpretation of the Association's by-law on purpose. The National Membership Committee discovered a division of opinion in the membership; one represented by those concerned in the development of an educational standard, the other anxious to consider the various possibilities of "broadening the base" of the present requirements. The Committee encountered difficulty in defining the position of those wishing to see the base broadened because the various proposals advanced by them toward this end have been animated by different and often conflicting assumptions as to what the Association's purpose is or should be. Some of the proponents of broadening the base agree with the proponents of an educational standard in wanting the AASW to continue as a standard-creating, standard-setting organization, and question only whether the present requirements are based on adequate concepts of the elements essential to efficient performance in social agencies. Other proponents of broadening the base have given precedence to other purposes which they believe the Association should serve to the subordination or elimination of the standard-setting function which has up to this time been dominant in the AASW's aims.

Miss Clow called attention to prevalent misconceptions of the Association's purpose as a professional organization, especially that to be found in the erroneous idea that such an organization is designed to promote

the material interests and personal prestige of its members. In view of misunderstandings about the Association's purposes, the National Membership Committee found it necessary to ask that these purposes be officially clarified since not until this is done could the Committee proceed to present current questions as to how these purposes might best be supported by membership selection.

Miss Clow explained the particular points which the resolution was offering for settlement by Delegate Conference action. The resolution attempts to state the two distinctive and fundamental purposes which the membership standard of a professional organization is expected to serve: (1) to secure for its membership persons whose present equipment fits them to do the organization's chosen work and to advance its objectives, and (2) to indicate to the general public what the special preparation is which is needed for reliable social work performance and to strengthen the case for this preparation by demonstrating that it is one which professional social workers require of themselves.

In addition to defining these two points for clarification by the Conference, the resolution sets forth certain consequences which would be accepted as following upon selection for the above purposes: if membership requirements are set with these distinctive aims in view, considerations of equipment must be placed before considerations of numbers and representation on other bases than that of equipment; and at whatever level technical requirements are set, there will always be undeniably useful persons unable to meet them.

The Association's relationship to excluded

personnel and to other organizations of which they may be members is defined in the resolution. Workers not eligible to its membership may take an earnest and productive part in the progress of social work and they may also have a contribution to make to the advancement of social work services through membership in other organizations whose specific purposes do not require restriction on their admissions. The resolution states a policy, already effective in the Association's operation, of cooperative relationships with other organizations as will promote common goals without compromising distinctive purposes.

The resolution defined the purpose of a professional organization in its membership selection as the impersonal objective of increasing the adequacy and responsibility of social workers. This emphasis would distinguish the professional association from the organizations which seek primarily to serve the interest of their members either in individual self-improvement or self-protection. This also has a bearing on the concern of members for the interests of nonmembers, because in any advances made professionally, nonmembers have the same advantages which accrue to any one interested in better programs and more successful social services.

Finally the resolution proposed for Delegate Conference consideration a statement that it should be the objective of membership selection to get persons whose ideas and convictions are in accord with the philosophy which professional social workers believe should characterize all social work. The Association would therefore be alert to see that professional education, as the resource on which a profession must most count for equipped practitioners, is so organized as to

transmit the essential common property of ideas and to discipline its students in their proper use.

Miss Clow said that if the Delegate Conference clarified the by-law on purpose and rid it of loose interpretations, the National Membership Committee could proceed to examine the possible means of broadening the base of membership while adhering to a professional standard. Miss Clow quoted from a staff memorandum, the AASW needs to see "that the base of social work practice is not artificially constricted or divided, and that the methods which have been developed in dealing with the problems of individuals, groups, community relations and so forth, are appropriately recognized as social work methods and are used in all social agencies whatever label they bear." Parallel with this interest is one "in the problem of developing a broadened base for professional education so that professional schools may adequately prepare their students for their tasks in social agencies. If the membership requirements are viewed in relation to these problems, the objective becomes one of determining as well as possible what kind of members are needed to enable the Association to make headway on these two fronts."

In the ensuing discussion, delegates from a dozen chapters reported on chapter opinions. All of these advocated the maintenance of a standard, some stating an interest in raising it now or in the early future, others endorsing the present requirements but expressing an interest in broadening the base, and others proposing possible ways of effecting a wider base.

The vote on the following resolution was unanimous.

DEFINITION OF PURPOSE AND MEMBERSHIP POLICY

WHEREAS, conflicting interpretations are placed upon the statement of the Association's purpose and there are differences among members as to the relation between the purpose as a whole and the principle of membership selection to which the Association commits itself as "a corporation of social workers meeting qualifications of training and experience"; and

WHEREAS, study of problems of membership policy and requirements has been hampered by disagreements as to what the Association's purpose is and should be; and

WHEREAS, the Association must recurrently adjust its membership policy and requirements to changes in the conditions and standards of social work practice; and

WHEREAS, such adjustments should be considered in relation to the purpose which members have agreed that the Association should serve and a present basis for making such adjustments is lacking until an agreement on the Association's purpose is reached; and

WHEREAS, Association action to clarify the by-law on purpose would answer the ques-

tion as to whether members shall continue to be selected according to qualifications of training and experience and yet would not limit in any way free consideration of what qualifications of training and experience might be required or what methods of admission might be used;

BE IT RESOLVED:

First, that the Association's by-law on purpose adopted in 1939 affirms the conviction that the Association should continue as a general professional organization requiring a selected membership standard;

Second, that this selective membership standard is required as the means by which especially qualified practitioners may become associated in collective action for realization of the Association's stated purposes, and by which they may make effective their advocacy of special preparation for reliable service to social work clientele and the general public;

Third, that this use by the Association of a selective membership standard in furtherance of its distinctive purpose is reaffirmed in full recognition that

Though numbers and representation may be otherwise desirable, the use of a selective membership standard necessarily gives precedence to considerations of quality;

There are now persons of valuable abilities in social work positions who are not at present able to meet educational qualifications, and under any method of selective admission there will be valuable persons

who are unable to meet the requirements set;

This personnel, by reason of their experience in social work positions and interest in improving the services in which they are employed may effectively contribute to the progress of social work through membership in several other organizations, national, statewide, and local, which appropriately seek comprehensive memberships of any one employed or interested in social work or in any one of its specific fields;

Fourth, that the Association on the basis of its declared purposes is engaged in and seeks further to develop such effective relationships with these and other organizations as will serve the goals entertained in common without impairing the distinctive contributions of either;

Fifth, that the distinctive purpose of the AASW in development of its membership requirements and its program policies is understood to require;

That membership selection should be based on the objective of increasingly greater adequacy and responsibility in social workers.

That membership selection should be such as to secure to the AASW a membership whose program and activities will be founded on basic concepts of social work as they develop in all fields; and therefore should recognize the relation between these basic concepts and a common educational foundation.

AASW Statement on Standards for Social Work Personnel

By action of the Delegate Conference, the Association now has an official statement about standards of social work personnel and about methods by which employing agencies may work toward a more satisfactory and stable personnel situation, even though unable to secure adequate numbers of workers with needed qualifications at the present time.

The Conference action gives official AASW endorsement of a two-year graduate professional education in social work as the best safeguard for the public's interest in connection with the all important question of agency staff qualifications.

The statement also puts the AASW officially against any local residence requirements for staff selection. The standards and methods are suggested also "a consideration in defining a social agency of acceptable standards."

The Personnel Practices Committee, of which Frieda Romalis, of St. Louis, is chairman, drafted the original proposal. Several suggested changes proposed at the Conference were incorporated. Other members of the Committee are: Virgil Hall, Wilma La Voo, Alice McCabe, Mrs. Christine Wagner, Robert Wilson.

Following is the official statement:

WHEREAS, the American Association of Social Workers has already gone on record as believing that the quality of social work personnel is the primary determinant of quality of social work service; and

WHEREAS, there is need of a guide by which to measure this quality, eliminating the present necessity for using the Association's membership standard to identify those with the basic equipment necessary for social work practice; and

WHEREAS, there is reason to establish the basic professional standard so that during this period when facilities are not adequate for achieving the standard itself, any adjustments necessary are made in relation to the known standard, particularly as there is a crystallization of personnel standards now taking place throughout the country; and

WHEREAS, the most reliable existing means of identifying persons with the basic equipment necessary for competent performance of social work practice is the specialized training they have received;

BE IT THEREFORE RESOLVED, that the following are standards to be used in the selection of personnel for social work positions:

First, that persons in social work positions are confronted in their work with responsibilities relating to the lives and affairs of others in such a way as to require important safeguards in the public interest. These safeguards may best be insured by the selection for social work positions of persons whose preparation includes successful completion of two years of professional study in a graduate school of social work;

Second, that where it is necessary to deviate from the above standard because under present conditions this goal cannot be realized immediately, the following principles should be applied:

a. That where persons with two years of professional study are not available, selection of personnel should be made first from the group of persons who have successfully completed the first year of graduate study in a school of social work.

- b. Under no conditions should workers be employed who, at the time of employment, are ineligible to obtain graduate professional training. Any workers employed should indicate interest in as well as capacity for the use of opportunities for professional growth. At the time of employment some plan should be worked out for obtaining the minimum professional education within a five-year period from the date of employment.
- c. Social work experience under the supervision of a qualified social worker should be given priority over other kinds of experience in consideration of individuals who do not meet the minimum qualification. Such experience should not, however, be considered a substitute either for professional education or eligibility for such.
- d. Until such time as there are sufficient numbers of adequately trained personnel available for all social work positions, means should be established in terms of job classifications, salaries and opportunities for promotion whereby personnel meeting the qualifications of professional training can be distinguished from employees without such qualifications. Such differentiation should be provided in those situations where trained and untrained workers have been employed to perform similar duties.

BE IT FURTHER RESOLVED:

First, that requirements of state and local residence, veterans preference and other extra-professional considerations are inimical to selection of personnel on the basis of professional competence.

Second, that such a standard should be considered an evolving, developing one which is never fixed but represents, at a given point, the desirable goal for which to strive. Therefore it is important that any standard adopted be subject to continuous review.

Third, that the qualifications of an agency's social work personnel in line with these standards be a consideration in defining a social agency of acceptable standards.

Agency Standards for Employment Conditions

A proposal was passed at the Delegate Conference which makes the Association officially an advocate of written employment agreements in all social work agencies. This proposal was drafted by the Committee on Personnel Practices, presented by Frieda Romalis, Chairman, and adopted by the Conference with one minor change in wording. Practice by agencies in this regard was listed as one means of "identifying a social agency of acceptable standards."

The Association's statement follows:

WHEREAS, the Association has consistently emphasized its concern with the development of sound employment conditions since these are important for the free and full use of the competence with which qualified social work personnel are equipped; and

WHEREAS, as evidence of this concern the Association has adopted a statement of principles about employment conditions as a guide to agencies in setting up their own employment practices; and

WHEREAS, a written formulation of agency policy is fundamental to any examination of existing employment practices in relation to known standards and such examination is conducive to sound adaptation of known standards to an agency's particular needs; and

WHEREAS, such a formulation of agency policy is necessary to understanding of conditions under which the prospective employee will operate and therefore has an important effect on the values to the employee of experience in an agency; and

WHEREAS, such a formulation is also essential to clarification of professional ethical relationships; and

WHEREAS, there is evidence that problems arise in many different connections from lack of defined employment practices in social agencies or from poorly defined practices and that such problems interfere with staff and agency fulfillment of the service which the agency administers;

BE IT RESOLVED, that observance of the following principles be used as one means of identifying a social agency of acceptable standards:

First, a social agency should have a written statement of formulated employment policies which embodies the current operating practices of the agency.

Second, such a statement should include the agency's current policies and indicate also those items on which policy has not yet been formulated. There should be some provision regarding all of the elements of employment conditions which are covered in the Association's Statement About Standard Employment Practices.

Third, this statement should be available to all the staff of the agency and to applicants for employment and should constitute a part of the employment agreement, whether verbal or written, which defines the obligations accepted by the employer and employee at the time of employment.

Amendment to the By-Laws

A proposal to establish October 1st as the date when new officers and board members would take over their duties, was passed at the Delegate Conference by a vote of 92 to 11. A motion to amend the proposal to advance the date to September 1st was lost 23 to 76. The action amended Article VI, Section 5, of the By-laws.

Frequency of Delegate Conferences

Preference for a Delegate Conference annually was expressed by the 1940 Conference by a vote of 47 to 64. This vote was taken on a proposal that the Conference recommend biennial sessions in the future except when special necessity arose.

The proposal was presented for discussion two years ago, and after reviewing the methods and timing of interchange throughout the Association on program activities, the Committee on Program brought it up again as a measure which it believed would allow more real participation by the membership, by means of more thorough preparation in chapters and committees, and interim development of regional and other conferences, and greater emphasis on field work. The proposal was framed by the National Board and sent to the chapters in March.

Opposition to longer intervals between conferences was voiced by a number of chapter delegations because of need for frequent opportunities to participate in the legislative functions of the conference, and because changes in social work were to be expected at a rate which a two year conference interval could not keep up with.

The text of the defeated proposal was as follows:

WHEREAS the National Board, pursuant to the mandate of the 1939 Delegate Conference is making provision for the further development of field work, relationships with chapters, and regional and other conferences as factors in the development of the Association's program, and the Board believes that it is important to synchronize the work of Delegate Conferences with the other parts of the program as effectively as possible.

BE IT RESOLVED, That the National Board hereafter call Delegate Conferences biennially except when, in the Board's opinion a conference within that interval would be essential to the development of the Association program, and the proper exercise of the Conference legislative functions.

Under the By-laws, the time, frequency and place of the Delegate Conference are determined by the National Board which now has a definite indication of the prevailing opinion for its guidance.

The Association's Program

Nine general subjects on which the Association's work is likely to be concentrated were proposed to the Delegate Conference by the Special Committee on Program on behalf of the National Board. The Conference adopted the program statement as presented.

The Committee on Program had submitted a statement in support of its report on the source of program activities in interests of the membership, and on the interaction of the various parts of the Association such as chapters, committees, staff, National Board and conferences. It pointed out the factors it had discovered in a year's study, which controls many program situations, but which make it possible to keep the Association in close relationship to problems and developments in social work. The program proposal indicated not only the general subjects on which activity was recommended but a number of projects or definite activities under way or needed in the program.

The principal discussion centered on a motion by Mrs. Savilla Simons, of Chicago, as to whether the conference should proceed to decide "which items in the program it wishes the Association to give primary emphasis to during the coming year." This motion was lost by a close vote of 54 to 57, and another motion to reconsider by 44 to 62. The discussion led to passage of a motion by Wayne McMillen requesting the National Board to prepare a proposal for amendment to the By-laws for "clarification of the functions and powers of the Delegate Conference."

The report of the Committee was presented by James Brunot, chairman. Other members were Rachael Gross, Marian Lake, Irene Liggett, Martha Perry, and Kenneth L. M. Pray. Arthur Greenleigh, originally a member of the Committee, was unable to participate in the later work of the Committee. The report as adopted by the Conference follows:

REPORT OF THE COMMITTEE ON PROGRAM

The National Board has requested the Special Committee on Program to present suggestions to the Conference for program activities for the coming year. The purpose of this request is to provide the Conference with recommendations as a basis for its discussion of program.

The Committee found that examination of established program and of the factors that determine program development were essential to any progress on its assignment from the National Board.

The Committee believes that a periodic discussion of program is important for the Association. We hope that there will be ample time to consider both the objectives of the program and the kind of activities which we need to undertake to achieve those objectives. Coming to an agreement about program will provide a test of our purposes as an organization and a chance to sharpen the understanding of members and prospective members as to the aims and the program of the Association.

To advance the purposes of the Association is the basis of the program. Program planning requires careful consideration of the special resources of this organization as well as its limitations.

The Committee recognizes that the selection of specific activities from time to time is necessarily the responsibility of the National Board and staff who are in the position to gauge the varying factors involved in day to day administration of the program. The Delegate Conference, however, is in a peculiarly favorable position to indicate to the Board and staff the elements of the program upon which the cooperation of members and chapters may be expected to be most fruitful in the coming year, and to suggest ways in which this cooperation can be advanced.

From the material available to the Committee the following subjects are suggested as those that now command the productive interest of the membership and upon which progress through activities now under way or in prospect should be promoted by the Board and staff.

Program Adopted for 1940-1941

1. Social Work Personnel. The Association's utmost efforts are required in any of the issues arising as to the employment of social work knowledge and skill in positions which call for their use. Activities are underway to promote:

Sound methods of selection. Merit systems and civil service, and the professional contribution to be made in strengthening merit selection machinery, job analysis and classification and examination processes; influencing selection on a merit basis in private agencies.

Adoption of adequate standards to aid in selection. Work on a guide to determination of the equipment needed for social work positions; advancement toward certification.

Improved public understanding. To increase the public's appreciation of qualified personnel as an essential factor in effective social service.

Greater supply of adequate personnel. In view of the present lack of enough qualified personnel, to improve and develop such methods of recruitment as will attract to the field persons with capacity and interest to pursue professional education.

2. Professional Education. The profound concern of any profession with its education, arises from the necessity to preserve and transmit all that it has learned to be essential to effective practice. A professional association must be alert to safeguard and promote its educational interests. Some of the immediate needs to which the Association should address itself are:

Greater public interest and financial support for schools of social work. The promotion of greater understanding by this Association of the problems of professional schools so that it may extend its active influence to improving the quality and quantity of professional education.

Better support for standards as they are developed by educational institutions. The dissemination in the Association of more information about the nature, purpose and development of standards for schools of social work and also about the problems involved in realizing and maintaining them in the educational and community settings. Utilization of this information in chapter

relations to the development of new schools.

Improved resources for education. Analysis of common lacks in educational resources, such as in field work facilities, and consideration of ways in which the professional group may be of assistance in efforts to meet some of these lacks.

Study of technical needs and developments of fields of practice and bearing of these on professional education. Point of departure in work of special subcommittees of the National Membership Committee.

Orientation for graduates to conditions of practice and future professional development. Assistance in clarifying the need for providing inservice training in agencies for professional school graduates.

3. Standards of Professional Conduct and Performance. The discretionary powers implicit in the practice of a profession are of such social importance that its practitioners must safeguard their right to exercise these powers by imposing on themselves and their fellows a professional discipline. Recommended next steps are:

Definition of issues of professional conduct. Collection and analysis of materials from chapters on issues of professional conduct or performance.

Work on formulation of code. To be effected through cooperation with chapters now active on formulations of codes.

Study of experience of other professional organizations. To collect information about problems and methods in setting and enforcing a standard.

Improving methods for enforcing standard. Consideration of possible procedures for withdrawing membership status on grounds of unprofessional conduct.

4. Employment Practices. The Association's activity has produced increasing recognition of the importance of personnel and employment practices in the effective administration of agencies. Immediately ahead are activities to promote:

Development of recorded employment policies within social agencies. Study of obstacles to formulating current policies by agencies. Study of problem of application of principles to conditions of individual agency.

Improved standards for employment conditions in social agencies. Study of factors in agencies and communities influencing the definition of recommended standards.

Study of leaves for professional study and staff development. Further definition of reasons for and conditions of such leaves. Study of current provisions for educational leaves.

Improved measurement of competent performance. Continued examination of current criteria for measurement. Study of methods of measurement.

Better protection of employment in the interests of competent service. Development of sound means of protection. Improvement of Association facilities for handling personnel issues.

5. *Need of Social Services, and their Organization.* Professional social workers have a special obligation to share with those who formulate or influence social policy their knowledge of social needs and their considered opinion on practical ways to meet those needs. Special effort on the part of all parts of the organization is needed in the following directions:

Promulgation and interpretation to the public, to officials, to legislators, and to other organized groups, of the Association's position on public social services.

Assembling data to show how adequately existing programs meet current needs and to indicate the size and character of unmet needs.

Formulation and/or support of specific federal, state and local measures in line with the Association's platform as occasion arises.

Study of problems and means of achieving better coordination of private supported services in a unified total program.

6. *Professional Action.* Special emphasis is recommended for the coming year on increasing the use and effectiveness of the Association's material as it bears on matters of interest to the public. Activity should be continued in the interest of better understanding of issues involved in:

Adaptation to AASW program. Active collaboration between staff, committees, and chapters in clarification of policies and

methods especially adapted to a professional organization and to the Association's resources for such action.

Timeliness. Develop the ability of the national organization and the chapters to detect the occasions and issues on which social workers have significant material.

Relation to policy making. Increase the range and amount of relationship to officials and policy-making groups by both chapters and national organization. Develop further understanding of the distinction between the professional function of chapters in furnishing evidence, material, and opinion, and the administrative and policy-making function of officials and policy-making bodies.

Collaboration. Develop relationships and cooperation with the various organizations and groups which have parallel interests and objectives.

7. *Membership Requirements.* Work will be continued to discover how the membership requirements may be improved to make the Association an increasingly effective force in the development of social work. Continued study is planned on:

Definition of competence in various fields of social work through study by localized subcommittees of the National Membership Committee and analysis of their findings and proposals by National Membership Committee.

Analysis of problems and methods of evaluating experience qualifications and education or training not secured in approved schools of social work.

Studies of advantages and disadvantages of the use of various grades and kinds of membership.

Determination of ethical eligibility and professional capacity. Study of issues calling ethical eligibility into question before or after admission. Study of practical procedures for refusing membership status when evidence is lacking of capacity for professional performance.

Study of problems involved in field work requirements and of proposed equivalents.

8. *Social Work Practice.* The professional association has a primary responsibility to engage in the collective interchange and study

required for development of greater professional knowledge and capacity, and so to improve the quality of practice. Study of social work practice must derive its impetus and subject matter from needs and interests felt at the source, in practice, and must originate in chapters since they have working access to this source. Within chapters, committees and discussion groups have pursued various topics of technical interest. AASW program can encourage further studies of practice for light on problems of policy. Work is, for example, in process to promote:

Study of applicability of social work skill in newer social services. Need and use of social work skills in old age insurance, unemployment insurance, housing, et cetera.

Study of policy issues affecting social work practice in the public services. Definition of responsibility for relatives support. Work on issue of case worker's responsibility in determination of eligibility. Determination of manageable case loads. Protection of public records.

9. *Integration of Association's Resources for Program Production.* Continuous effort to develop and coordinate the different parts and mechanisms of the Association is required to enable it to function on program

with increasing effectiveness and to adjust structure and operation to demands arising out of program growth. Particular emphasis during the coming year should be placed on:

Chapter administration. Work on problems of chapter organization, administration and programs to improve chapters as the main instruments by which intercommunication is established by the membership. Work to define the function of the chapters as a part of social work setting. Definition of the part of the chapter in a total national program. Concentration on problems of administration.

Field service. Continued study of most profitable use of available resources. Appraisal by chapters and staff of various ways of using field service. Consideration of possible equivalents for field service when this cannot be made available. Problems of frequency, timeliness, and adequate preparation.

Regional conferences. Problems of planning program and participation of chapter members. Consideration of need of conferences by other regions. Problems of adequate reporting of conferences and of the relating of conferences to chapter and national programs.

Conference Resolutions

After completing the scheduled program of the Delegate Conference, the Resolutions Committee reported on the proposals which had been submitted to it during the two-day session. Joseph P. Tufts, of Pittsburgh, reported for the Committee. Other members were: Grace H. Dicks, Cleveland; Ruth George, St. Louis; Virgil Hall, Iowa; Eleanor L. Hearon, Denver; Glenna B. Johnson, Buffalo; Lillian Johnson, Seattle; Lillian McDermott, Arkansas; Wayne McMillen, Chicago; George Nickel, Los Angeles; Harriet L. Parsons, Boston; Nola I. Pooley, Cincinnati; Jeanette Regensburg, New Orleans.

Following are the resolutions acted on by the Conference:

WHEREAS, the AASW identifies itself with the public interest in its devotion to principles of individual freedom, happiness and cooperation of free people one with another to the end of achieving a society in which men may live in peace and security, and

WHEREAS, it is imperative at this time to strengthen our inner lines of national defense by developing a permanent sense of security for all our people, which involves putting our own house in order, coming to grips with our unemployment problem, our relief problem, our medical care problem, our youth problem, our slum problem, our migratory problem, our share-cropper problem, and with all our other social problems which need to be met, therefore

BE IT RESOLVED, that the 1940 Delegate Conference of the American Association of Social Workers solemnly urge upon the people of this nation their abiding obligation to our inner line of defense, that of building permanent protection against those social and economic ills enumerated herein, which undermine the desire and capacity of men to live at peace with one another, and that this represent a major concern of the Association.

Mr. Tufts, for the Resolutions Committee, moved its adoption and it was passed unanimously by the Conference.

WHEREAS, The Association's report on trends in legislative policy shows increasing restrictions on relief and social services for aliens, and

WHEREAS, in the present proposal to shift the U. S. Bureau of Immigration from the Department of Labor to the Department of Justice there lies another illustration of the implication that the entire group of three million aliens in this country are undesirable and suspect, and

WHEREAS, such implications are entirely inconsistent with the facts and with the traditional American attitudes, and

WHEREAS, ample machinery exists for the apprehension of dangerous elements among aliens and citizens alike,

THEREFORE, BE IT RESOLVED, that this Association protest against discriminatory measures and practices which tend to confuse the public mind, and, specifically, that the Congress be urged to allow the Bureau of Immigration to remain in the Department of Labor.

Mr. Tufts, for the Resolutions Committee, moved its adoption and it was passed. One dissenting vote was recorded.

WHEREAS, social workers have special knowledge of the need for public health and medical care services and the fact that such services are now inaccessible to large groups in our population,

THEREFORE, BE IT RESOLVED, that the public be advised of this knowledge in order to assist in giving proper consideration to measures now before the country for improving machinery designed to protect and promote national health, and

BE IT FURTHER RESOLVED, that the public be duly warned against highly subsidized propaganda aimed to discredit reliable and disinterested reports and recommendations on this situation.

Mr. Tufts, for the Resolutions Committee, moved its adoption and it was passed unanimously.

The Resolutions Committee reported a proposed motion concerning Section 6 of the Membership Requirements and the Chairman made the following motion, which was seconded:

RESOLVED, that the proposal for action on abolishing Section 6 of the membership requirements (the special admission clause), which was submitted because of unwarranted criticism and difficulty for the chapters and the Association due to the existence of the Section, be referred to the National Board with the request that the proposal be given thorough attention; and that any proposals for By-law changes resulting from such study be reported back to the Delegate Conference at its next meeting.

The motion was passed unanimously.

WHEREAS, the Delegate Conference of the American Association of Social Workers is the legislative body of the Association; and

WHEREAS, effective democratic functioning is dependent upon adequate representation; and

WHEREAS, representation is dependent upon proper financing of delegate expenses;

THEREFORE, BE IT RESOLVED, that the Delegate Conference request the National Board to appoint a committee representing the various regions to give consideration to the problem of prorating the expenses of delegates and to present a plan to the Delegate Conference at its next meeting.

The Resolutions Committee moved its adoption and it was accepted by the Conference.

Mr. Tufts read the following proposal submitted to the Committee:

"WHEREAS, the National Office of the Association logically should be either (a) near the center of the American Association of Social Workers' population, or (b) at the center of the governmental activities in which the membership is interested; and

WHEREAS, New York City does not meet either of these qualifications;

THEREFORE, BE IT RESOLVED, That the National Board be requested to reopen this subject in the forthcoming year with a view to recommending a new location for the National Office."

Mr. Tufts stated that the Committee did not recommend the passage of the resolution. Geneva Feamon, of Indianapolis, moved its adoption. Mr. Pray moved to amend the motion to read:

"That the National Board is requested to reopen for consideration the question of the location of the National Office, and report to the next Delegate Conference."

Mr. Pray's motion was seconded and passed by a vote of 77 to 27. The motion as amended was then passed.

WHEREAS, this has been an outstanding Delegate Conference in terms of quality of preparation and thought given by the staff, the National Board, and the National Committees to the material and questions presented to the Conference,

BE IT RESOLVED, that the Delegate Conference express its appreciation to the staff, the National Board and the National Committees for the careful work and thoughtful planning which went into the preparation for and participation in this Delegate Conference.

The Resolutions Committee moved its adoption. The Conference amended the resolution on motion by Mr. Pray, to include the following statement:

"That we pay our sincere tribute to the leadership that our Chairman has given to the Conference and to the Association during the year."

The motion was carried unanimously.

Mr. Tufts, for the Committee, read a resolution which had been submitted to it by the Indianapolis Chapter proposing AASW activity "regarding the role which the Association is or may be required to take in any national emergency" particularly as to welfare and recreation of the military and emergency services; service and protection to families of persons in emergency service; and as to distribution of resources and personnel incident to emergency activities, and to avoid the disruption of normal social services.

Mr. Tufts moved, on behalf of the Resolutions Committee, that the proposal be tabled, as under the Conference rules it was not germane to the program of the Conference. The motion to table the resolution was seconded and passed.

ADJOURNMENT

In closing the Conference Mr. Greenstein paid tribute to Harald Lund, temporary member of the staff, for work on the study of trends in public welfare services and on the Conference publicity. With a further word of appreciation for the work of the chapters and the Association, and for the value of the Conference to the Association's program, he called the meeting adjourned.

Without Residence Restrictions

Three civil service commissions have recently announced examinations for which local residence requirements were waived. Closing dates were too early to make it useful to members to include the announcements in this issue of the Compass, but special bulletins were sent to all chapters about the examinations.

The Michigan State Civil Service Commission offered an examination for medical social work administrator (two grades). The Los Angeles County Civil Service Commission announced an unassembled examination for psychiatric social worker. New York's State Commission announced an examination for senior medical social worker in the Bureau of Services for the Blind, of the Department of Social Welfare.

Full professional education and experience were credited in each of the examinations announced.

BALLOTS ARE BEING COUNTED

Tabulation of ballots in the AASW election has begun under direction of a Committee of Tellers appointed by the president, Harry Greenstein. Mary Ellen Hoffman is chairman of the Committee, and the other members are Mary Rittenhouse and Benjamin Coleman. All ballots postmarked before midnight, July 15, and which conform to the election regulations printed on the ballot will be counted.

OPENING OF THE SWVB

The Social Work Vocational Bureau has opened its office at 122 East 22nd Street, New York, N. Y., as a national placement and counselling service in the social work field. At present it serves only the case work fields including family and child welfare, medical and psychiatric social work, and related fields, but plans to include group work and other fields of social work as financing permits. The files and personnel records of the former Joint Vocational Service have been turned over to the SWVB. The Executive Director of the Bureau is Miss Louise C. Odencrantz.

The Social Work Vocational Bureau provides service on an annual membership basis to individual social workers and agencies. There is no placement fee.

The annual dues for individual social workers are \$7.00 with \$4.00 for continuing membership. Until October 1st, however, charter annual membership is available at \$5.00. Membership dues for students are \$3.00 annually. Individual membership requirements have been developed by the Technical Case Work Advisory Council of the Bureau. All AASW members are eligible for membership, as well as all members of the AAMSW and AAPSW.

Annual dues for agencies are at the rate of \$3.00 per professional staff position for which the agency specifies social case work equipment.

The Social Work Vocational Bureau is now accepting memberships and is receiving requests from agencies for personnel for various positions. Since the JVS went out of existence in December, 1939, there has been no channel of communication between social agencies in need of personnel and social workers who might qualify for such positions.

The SWVB is providing a service of vital concern to the social work field, and social workers and agencies interested in its promotion should join as members. The Bureau is affiliated with national agencies which are contributing to its financial support. In addition the Bureau has a sustaining membership for social workers and others interested in establishing and maintaining an adequate personnel service for the social work field. Further information about the services offered by the Bureau, membership requirements, and dues, may be obtained directly from the Bureau.